



Commission for Higher Education Meeting

December 9, 2021



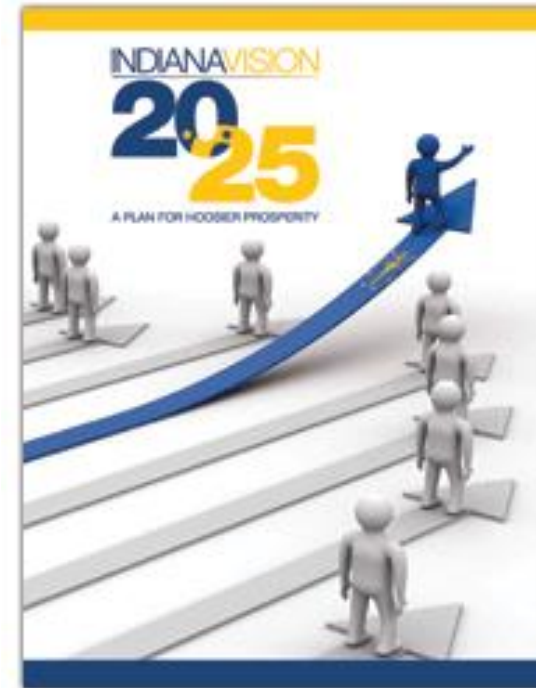
MISSION: The Institute for Workforce Excellence is dedicated to helping Indiana **attract, develop and retain** the **Hoosier talent** needed to drive a **highly skilled and equitable workforce**.

STRUCTURE: The Institute is a **nonprofit** (501c3) subsidiary of the Indiana Chamber of Commerce led in collaboration with stakeholders representing **business, community, education and government**.

Indiana Chamber: Mission + Vision

Cultivate a world-class environment which provides economic opportunity and prosperity for the people of Indiana and their enterprises.

- 1) Outstanding Talent
- 2) Attractive Business Climate
- 3) Superior Infrastructure
- 4) Dynamic + Creative Culture



EDUCATION ATTAINMENT = ECONOMIC OPPORTUNITY

- Less than half—**48.5%**—of working-age Hoosiers have completed education/training beyond high school. (**IN ranks 35th nationally**)

SOURCE: Lumina Foundation for Education

- Overwhelmingly, individuals say they look to their employers for guidance as to the appropriate education/training to pursue.

SOURCE: Strada-Gallup Consumer Insights Survey

INSTITUTE GOALS:

- 1) **PARTNERSHIPS:** Strengthen talent pipeline partnerships across Indiana's business, community, education + government sectors.
- 2) **PROGRAMS:** Help Hoosiers better navigate the ever-expanding wealth of talent programs + providers available across Indiana.
- 3) **POLICY + PRACTICE:** Inform workforce policy and practice through relevant research and consumer surveys that strengthen the feedback loop between Indiana's public + private sectors.

INSTITUTE INITIATIVES:

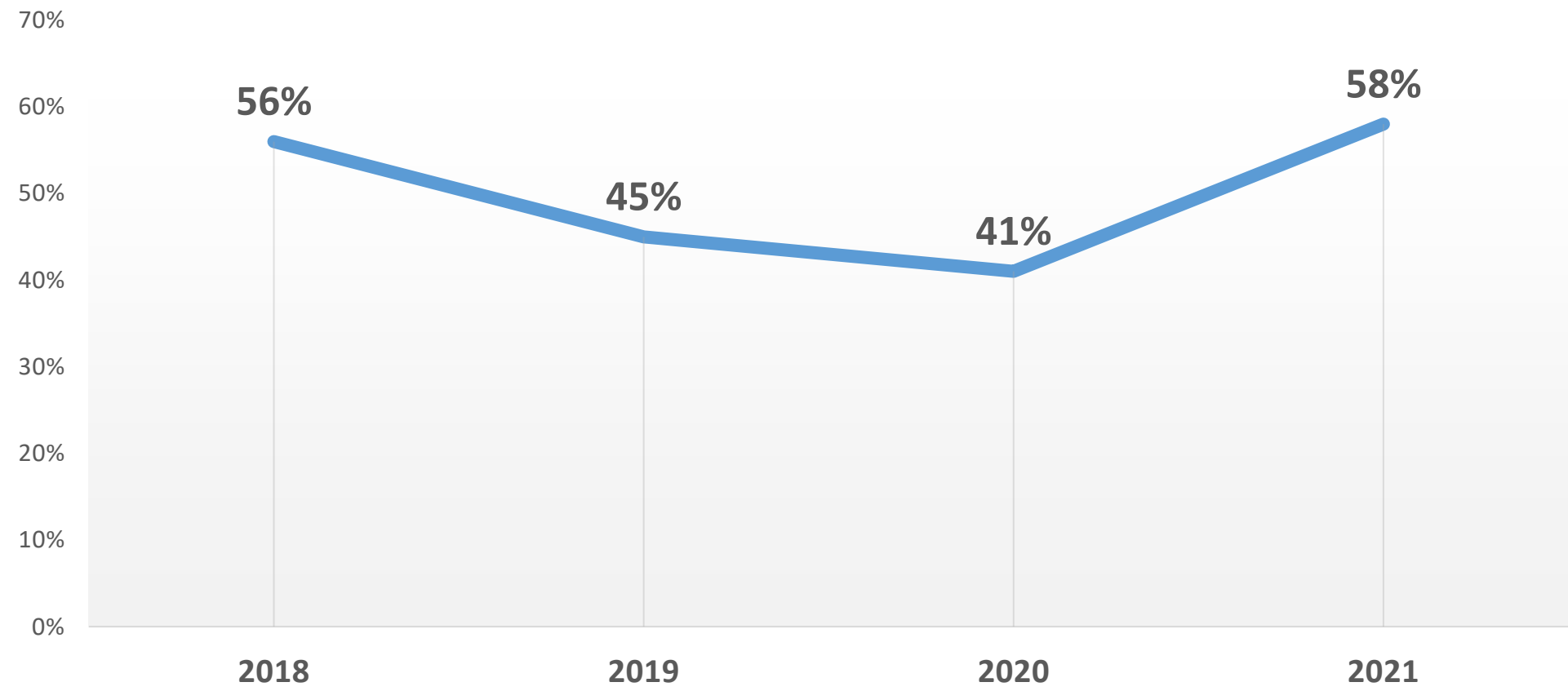
- **Enhanced Employer Engagement:** Statewide communications campaign + competency/skill validation
- **Expanded Programs + Services:** Increased programmatic impact through *Work + Learn Indiana* and *Talent Resource Navigator*
- **Extended Workforce Insights:** Ongoing research to gauge labor market perspectives, trends + opportunities, including statewide surveys of Indiana employers + employees.

2021 Indiana Chamber EMPLOYER SURVEY

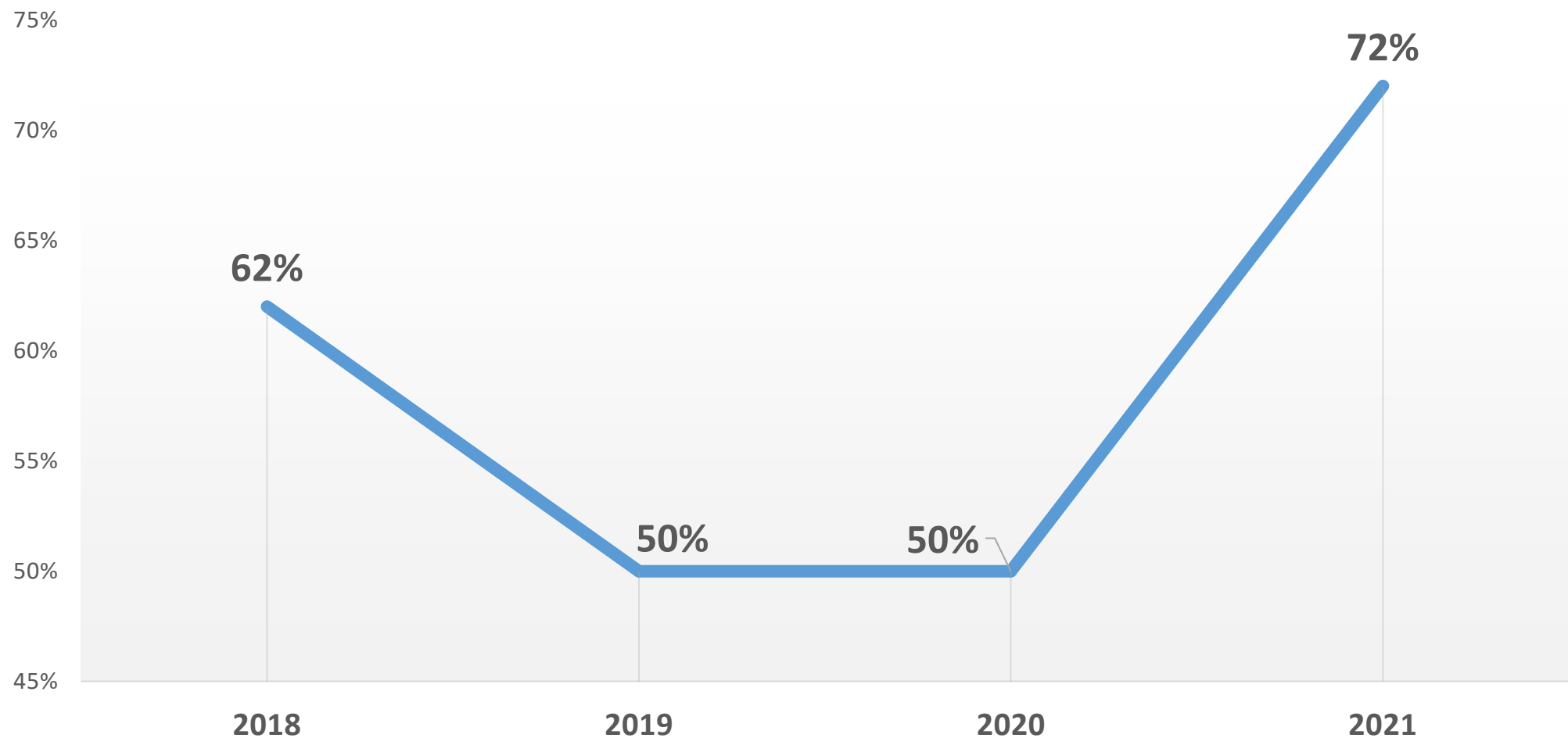
Employer Survey Background

- **14th** annual statewide, cross-sector survey
- **905** responses, administered Q3 2021
- **73%** of responses from owner/management
- **62%** small/mid-size businesses (<100 employees)

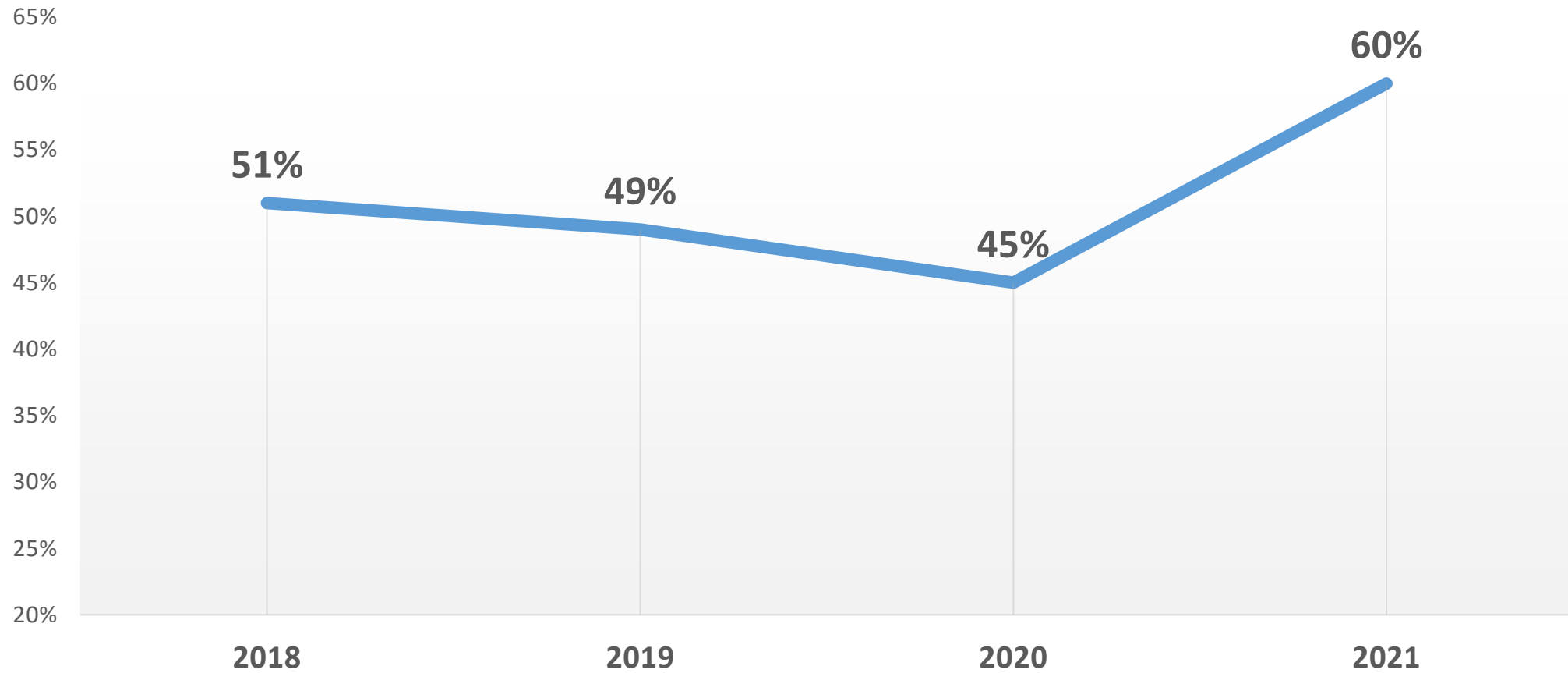
Increase Size of Workforce Next 1-2 Years



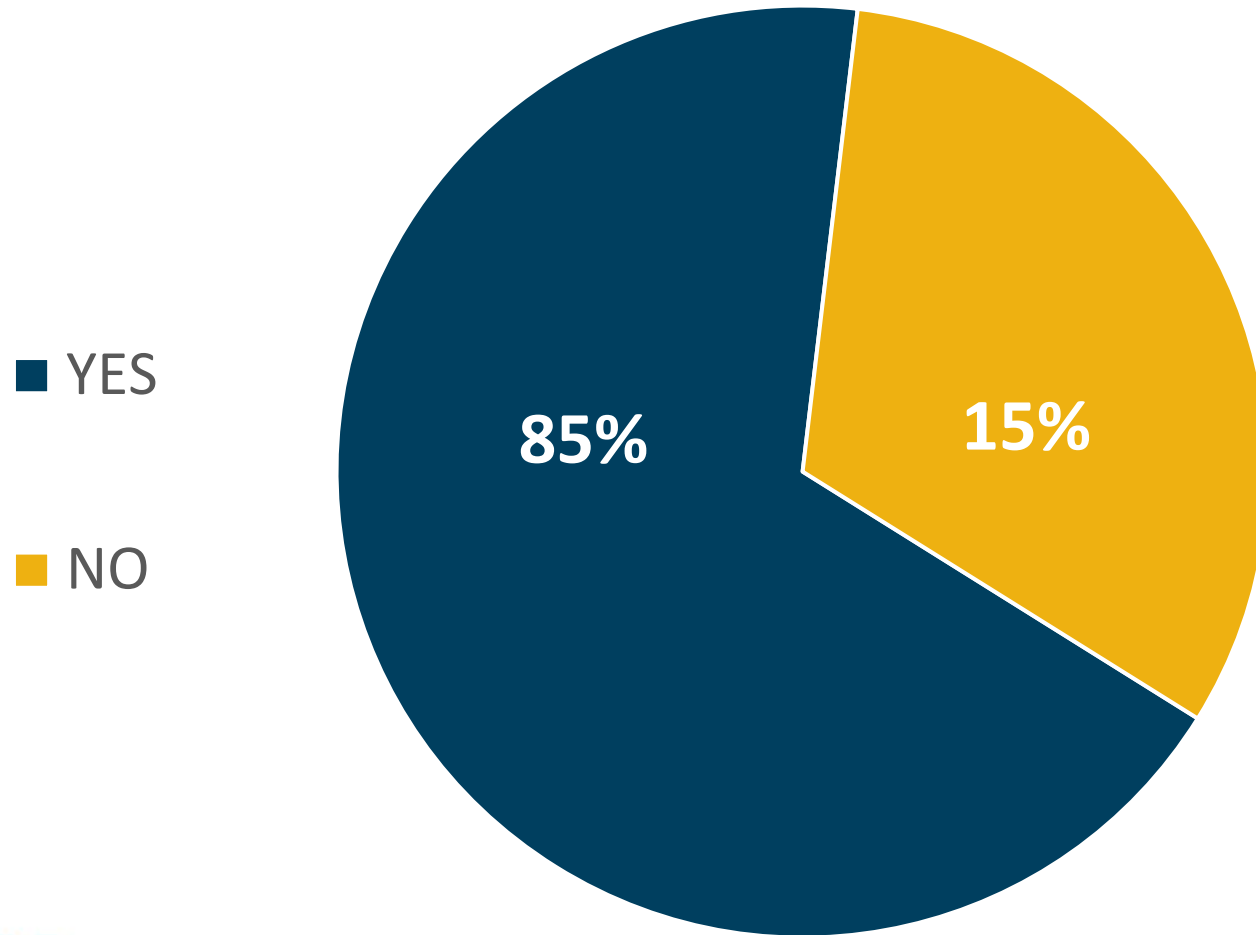
Supply of Applicants Does Not Meet Needs



Left Jobs Open in Past Year Due to Underqualified Applicants



Is meeting your talent needs a challenge?



Employer Response

Changing Training Strategy (2021 vs. 2020)

Increased on-the-job training:	33%	+17
Increased investment in training:	31%	+14
Increased time allowed for training:	27%	+7
Automating/replacing job functions:	27%	+14

Current Employees: Skill-Up Support

	2021	3-Yr Trend
Flexible Work Hours	49%	+7
Tuition Support/Reimbursement	46%	+4
Onsite/Online Instruction	28%	+9
Assistance with Career Plan	24%	+3

Future Employees: Work-Based Learning

	2021	3-Yr Trend
College Internships	51%	+13
Job Shadowing	27%	+3
Student Site Visits	25%	+3
High School Internships	23%	+3
Apprenticeships	18%	+6
None of the Above	30%	-10

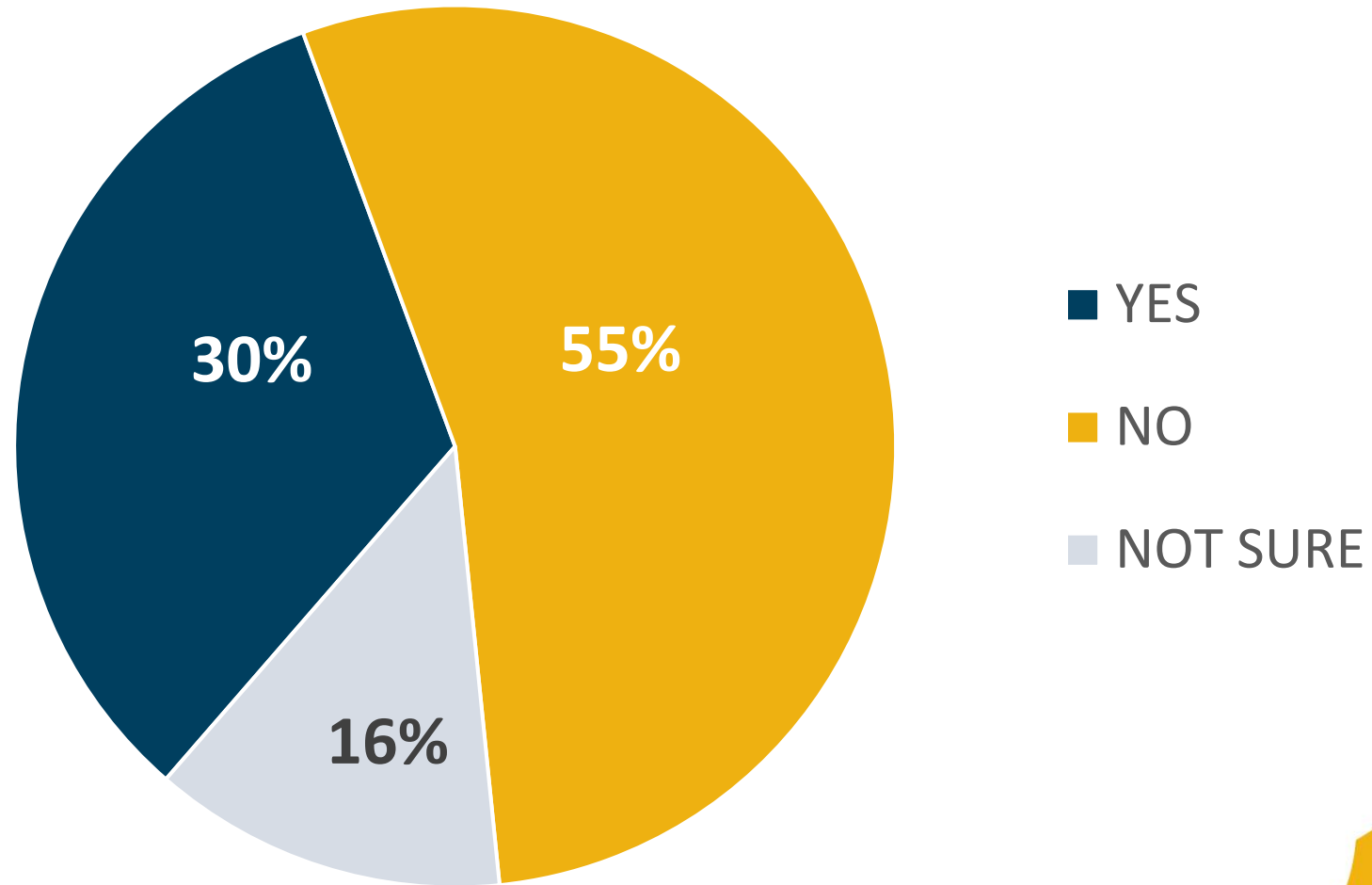
Challenges + Opportunities

Provide Career Awareness/Exploration Opportunities to Local K-12 Students

2021: 31%

2019-21: -3

Human Resources Staff Offers Career Coaching to Employees



Awareness of “Next Level Jobs” Grants

2021: 45%

2019-21: +7

2021 Indiana Chamber EMPLOYEE SURVEY



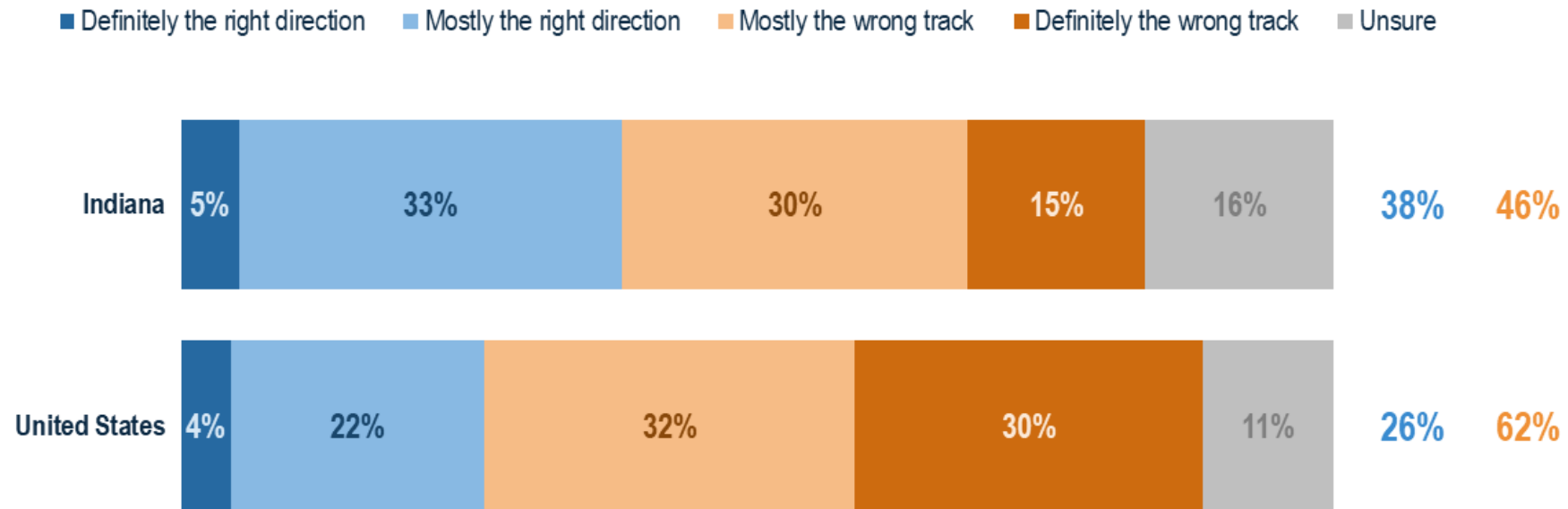
Employee Survey Background

- Inaugural survey of **602 Hoosiers** (Q3 2021)
- Between the **ages of 18-60**
- **Employed, unemployed and under-employed**
- **Not** business owners or upper-level management

General Outlook

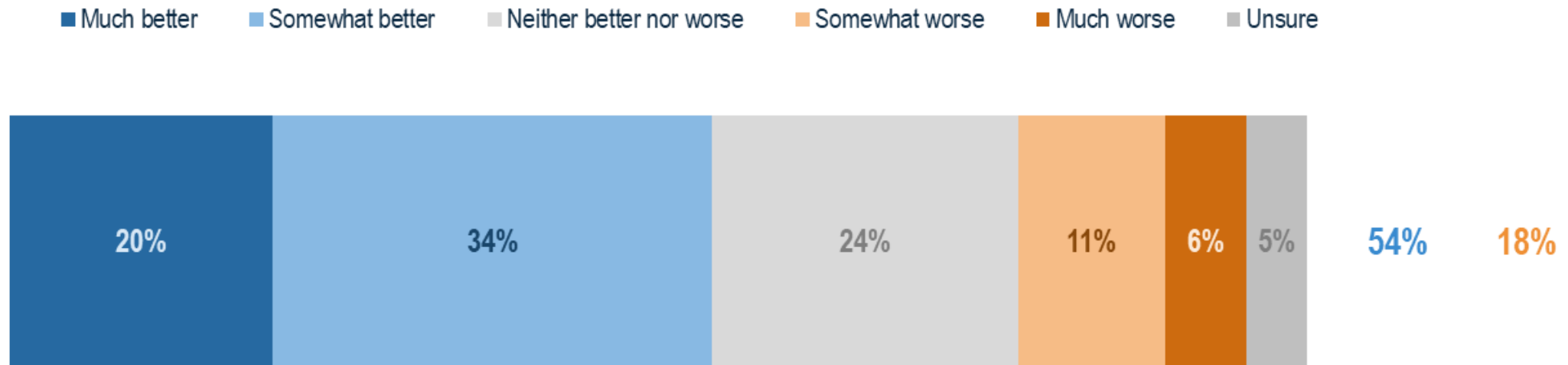
Both the State + Country are on the Wrong Track

- **62% think the U.S. is off on the wrong track.** Especially among women, people ages 45-54, White respondents, people without a college degree and Republicans.
- **46% think Indiana is on the wrong track.** Especially among White respondents, people making \$40K-\$60K, ex-offenders and Democrats.



Most Think Their Financial Situation Will Get Better

- Men, people under 45, minorities, the fully-employed, single people, Independents, Democrats, parents, suburbanites, and the college-educated among most optimistic.
- BUT... 18% say their household financial situation will get worse.



BUT, Many Are Less Optimistic For Future Generations

- 41% think future generations will have a lower standard of living + less economic stability.
- White respondents, Republicans, people making \$40K-\$50K and people without children are among the most pessimistic.

■ A better standard of living and more economic stability ■ About the same ■ A lower standard of living and less economic stability ■ Unsure

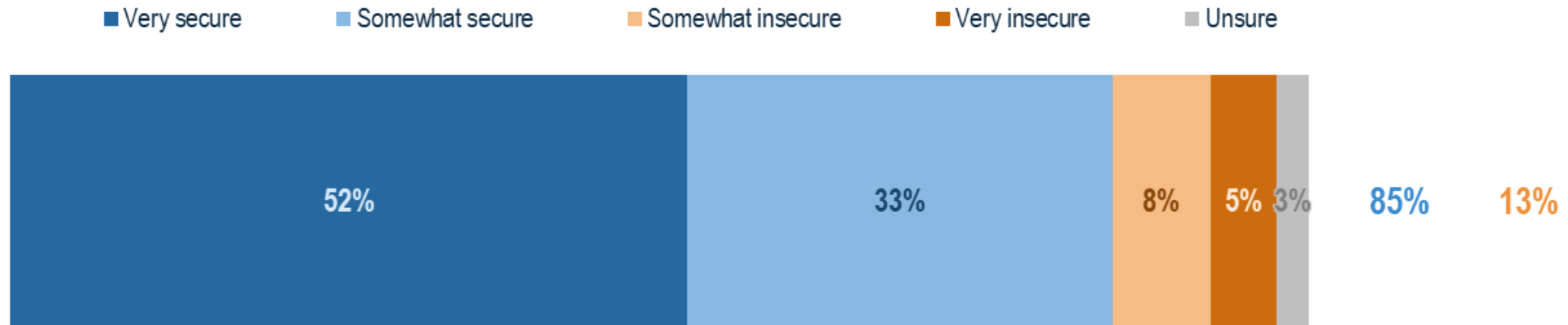


Job/Career Outlook

(Fully Employed Respondents)

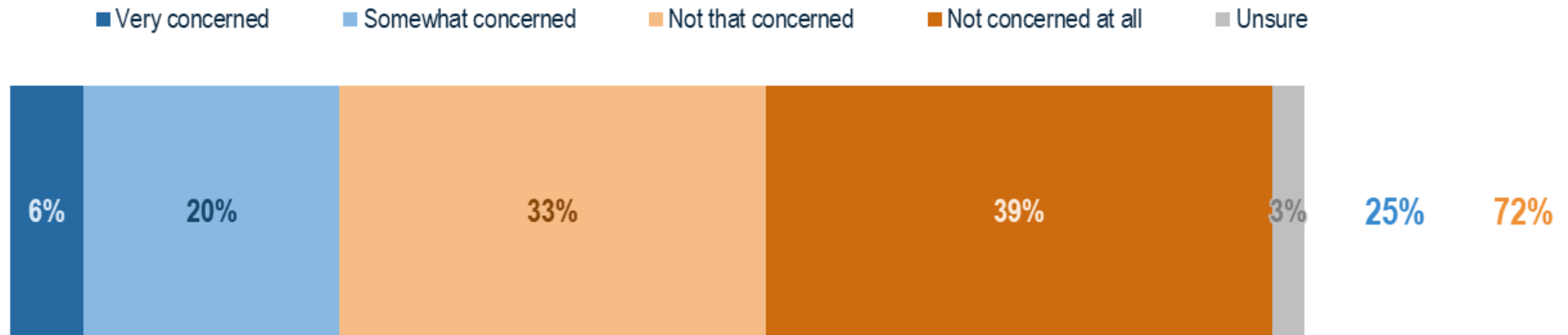
Majority Not Worried About Jobs Being Eliminated

- 85% think that their current job is secure for the next five years.
- This feeling is universal across demographic groups.



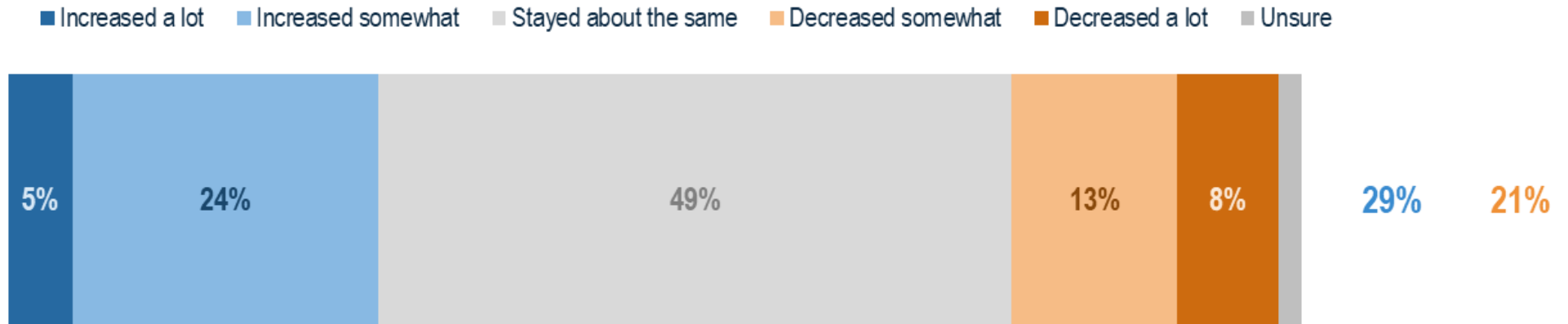
Majority Also Not Concerned About Automation

- Nearly 3/4 not concerned about automation.
- Like job security, this feeling is universal across demographic groups.



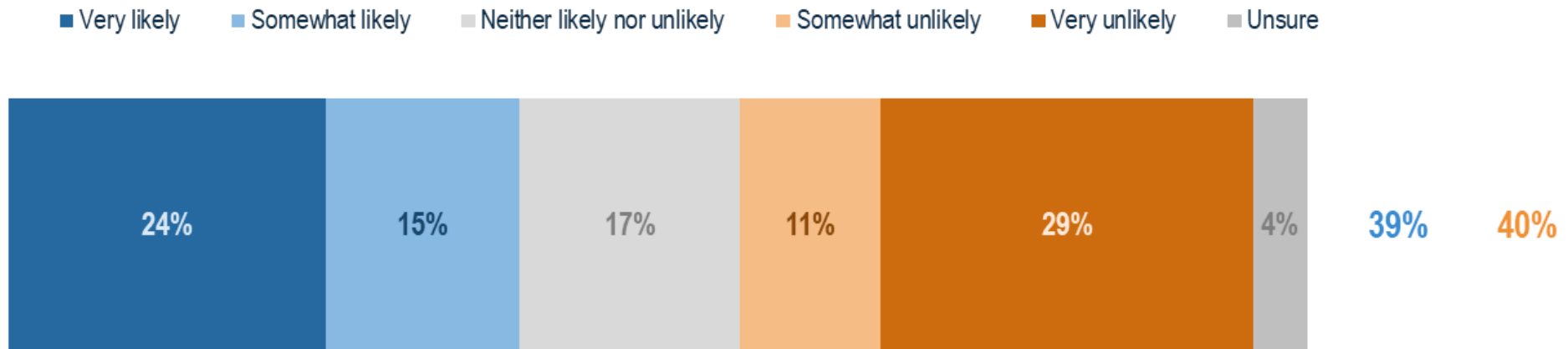
Majority Said COVID-19 HAS NOT Impacted Their Income

- 78% of respondents said their income either INCREASED or STAYED THE SAME during the pandemic.
- Incomes of people under 25 were more likely to decrease than other demographic groups.



Respondents Overall Are Split on Whether They'll Look for a New Job in the Next Year

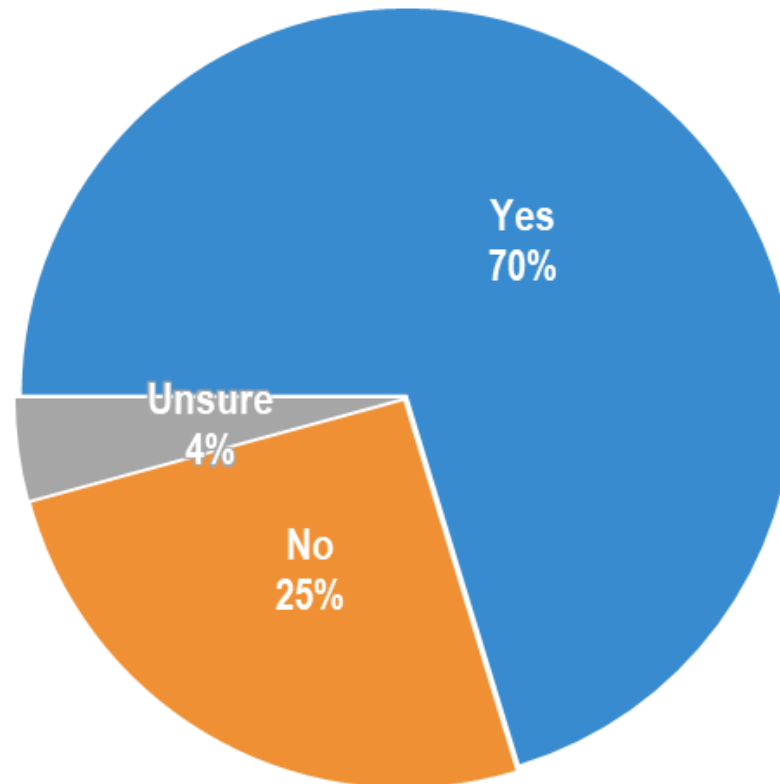
- 39% of all respondents expect to search for new job opportunities in the year ahead.
- Majority (68%) of un/underemployed plan on looking for a new job in the year ahead.



The Unemployed + Underemployed

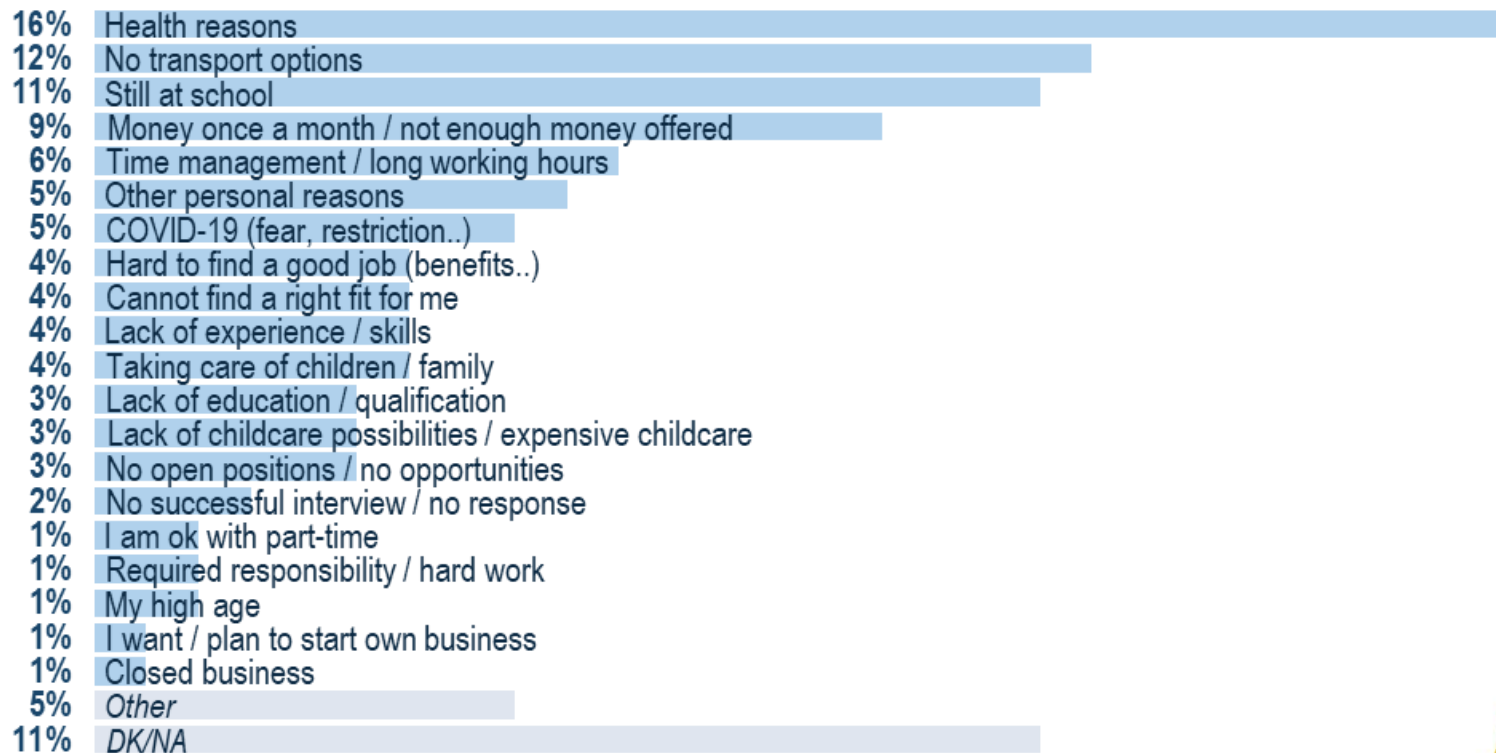
70% of Un/Underemployed Are Looking for Work

- The quarter of respondents who are NOT looking for work are more likely to be women, age 55+, underemployed, married, and/or live in the suburbs.
- More than half of the unemployed have been without a stable job with a living wage for more than 6 months.



Health + Transportation Issues Among Most Frequently Cited Barriers to Employment

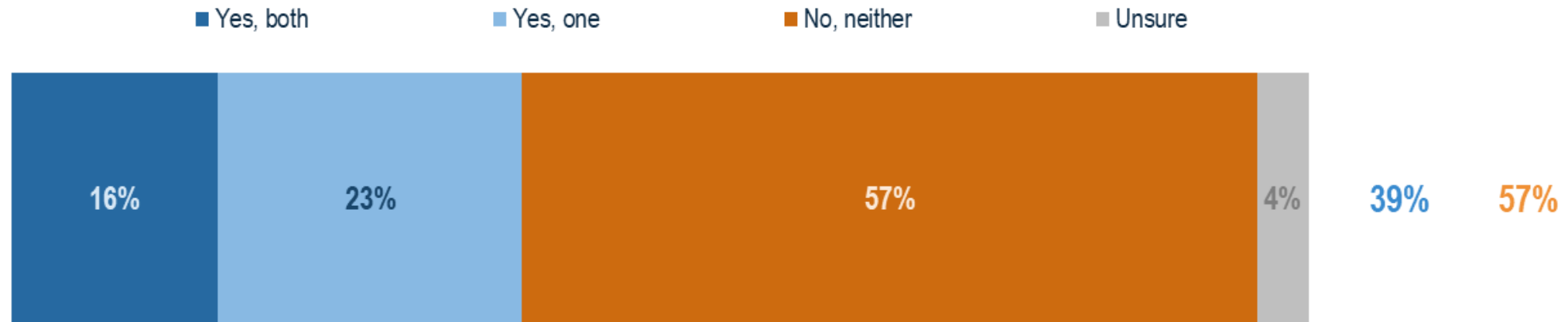
- **WOMEN:** Much more likely than men to cite health reasons.
- **MEN:** Transportation and “still in school” were more common.
- **EX-OFFENDERS:** Most likely to cite transportation issues + their criminal record.



Education/Training Outlook

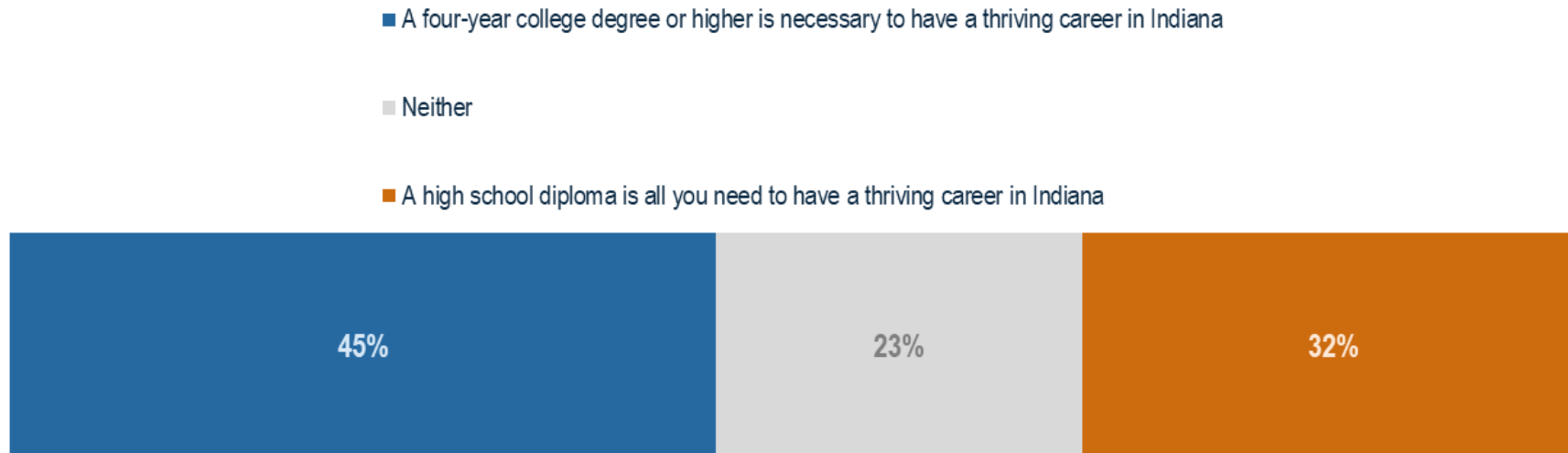
Majority of Respondents' Parents NOT COLLEGE GRADUATES

- Only 16% of respondents are the product of two college graduates.
- BUT, the younger the respondent, the more likely they are to have parents with degrees.



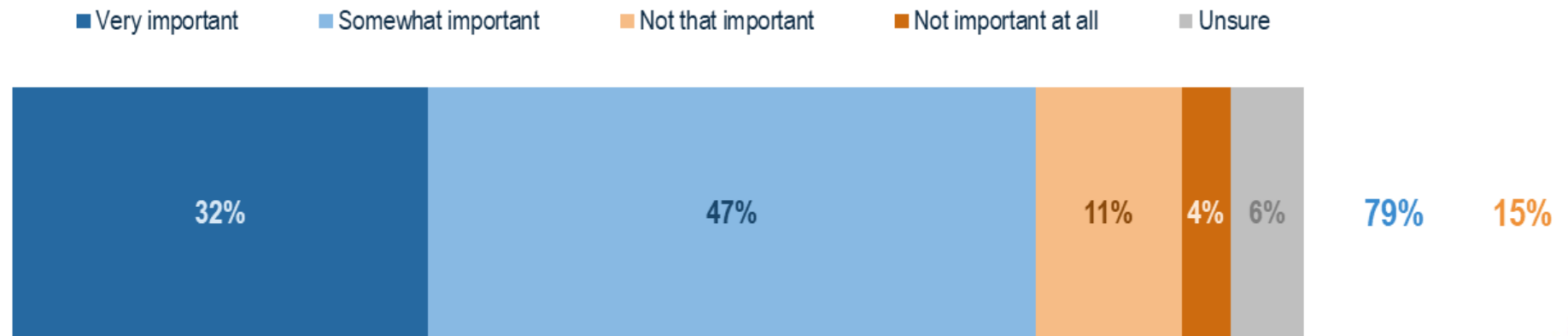
Nearly 1/3 Think a High School Diploma is All They Need to Have a Thriving Career in Indiana

- Those most likely to feel this way are people aged 25-34, people with a household income between \$20K-\$40K, and people without a college degree.
- **Minority workers are more likely to consider a college degree necessary for a thriving career.** (57% among Hispanics, 48% among Blacks, 44% among Whites)



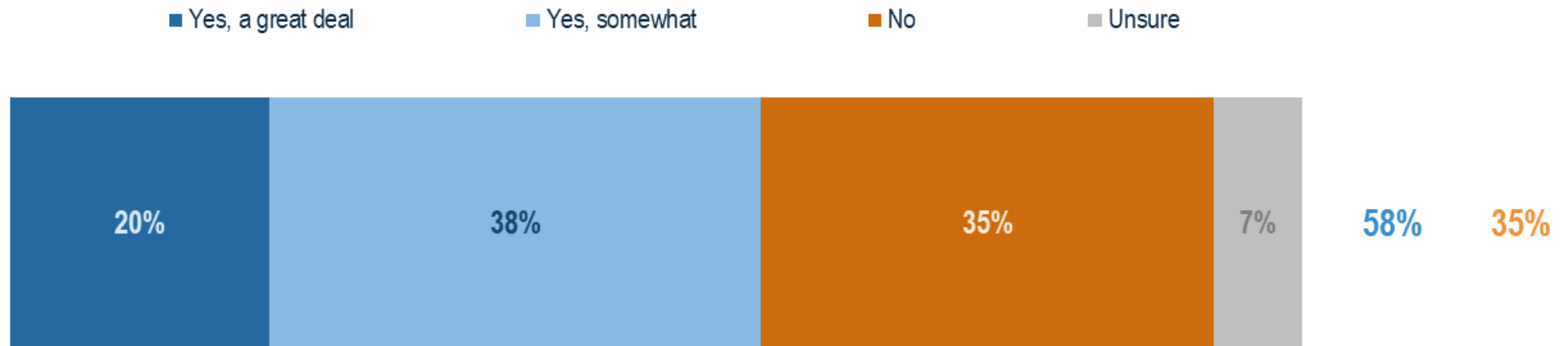
BUT... 8-in-10 Say a College Degree Is Important When It Comes to GROWING IN A CAREER

- Even among those who think you can thrive without it, 67% of respondents say a degree is important when it comes to growing in a career.



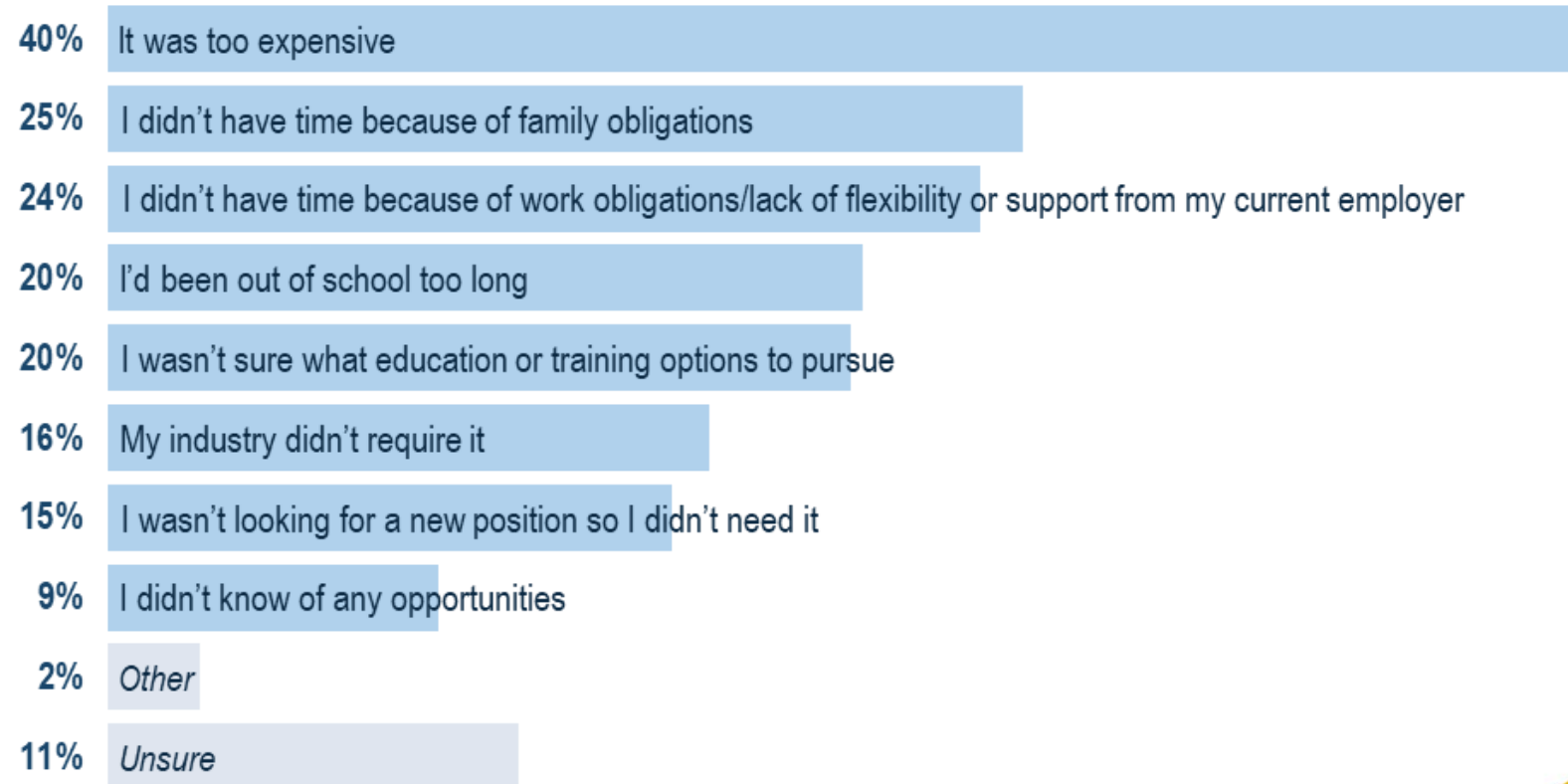
Majority Are Considering Additional Education

- BUT, most (74%) of those contemplating enhancing their skills have ALREADY COMPLETED education/training beyond high school.



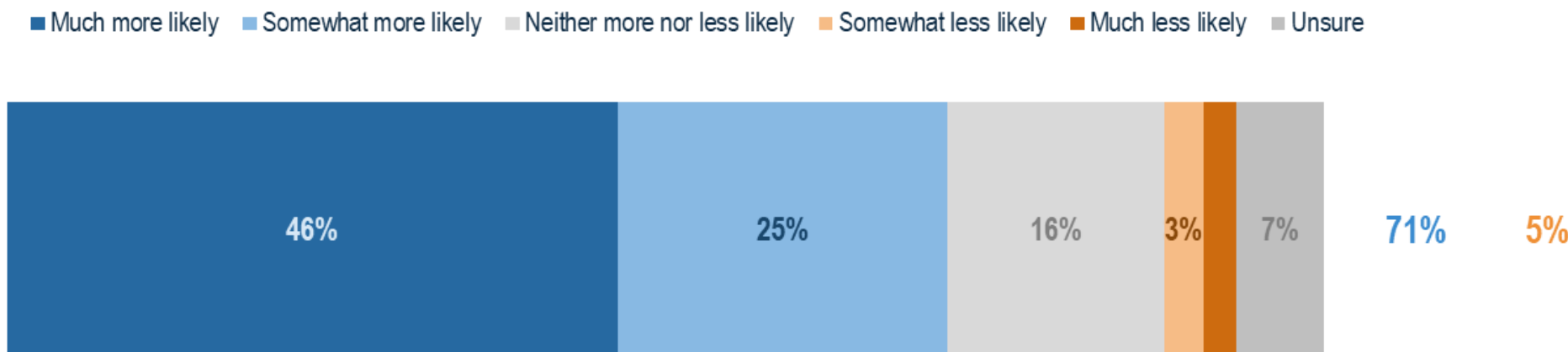
EXPENSE Is by Far the Biggest Obstacle Cited to Continuing Education

- Lack of time (especially for parents) + flexibility/support of employer are close seconds.



Most Are More Likely to Enroll in Additional Education if It Was Free

- This is particularly true for women, people ages 35-44, people with a household income below \$50K, and people without children.



The Employer Connection: Challenges + Opportunities

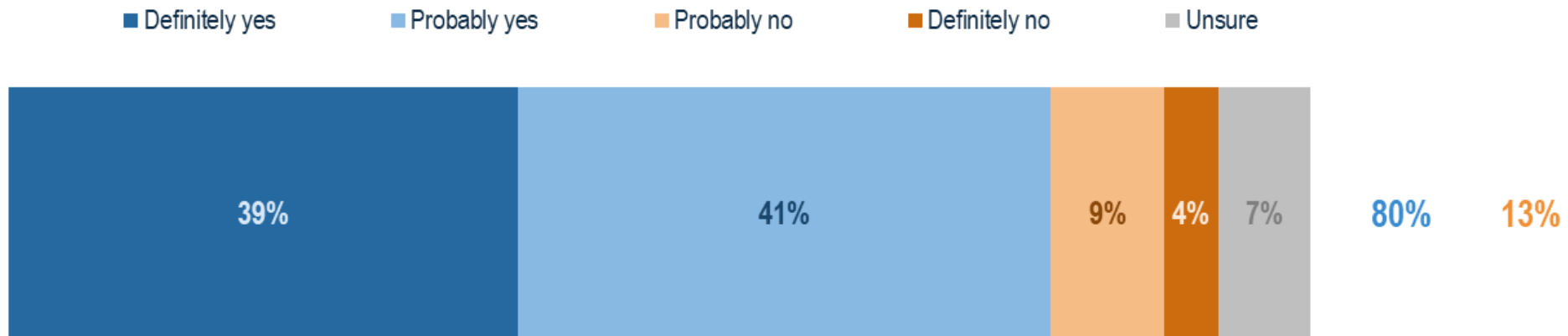
41% of Respondents Don't Know What Education/ Training Resources Their Employer Offers

- Less than 1/3 say their employer offers a FLEXIBLE WORK SCHEDULE that helps with education attainment or advancement and/or TUITION REIMBURSEMENT.



Vast Majority Would Consider More Training If Their Employer Encouraged It

- 80% of respondents said they would consider more training if employer encouraged it.
- Particularly men, people under 45, and respondents with a \$20K-\$60K household income.



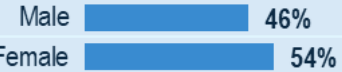
KEY TAKEAWAYS

- Overall, more Hoosiers are making the connection between increased education attainment + economic/job opportunity.
- Most are willing to undertake some sort of additional training to move up + advance their careers.
- Lack of clarity among working-age Hoosiers re: what education/training they should pursue + how they can afford it.
- Indiana employers are a key driver for motivating + supporting Hoosiers to upskill/reskill.

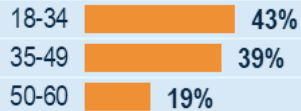


Survey Sample

GENDER



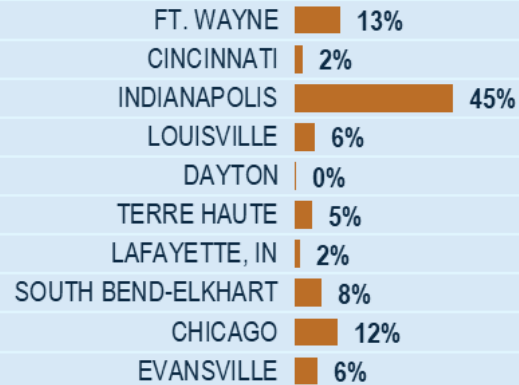
AGE



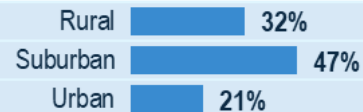
STATE



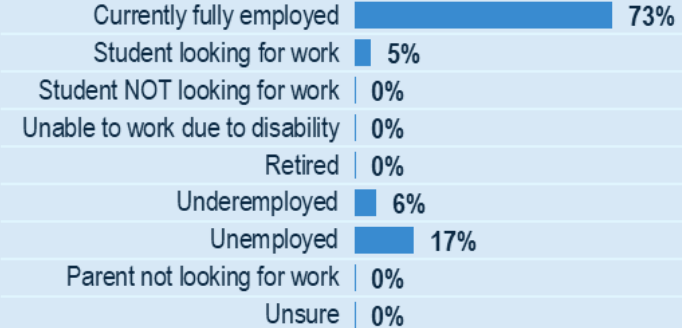
DMA



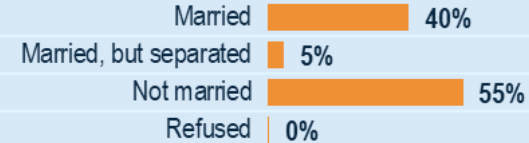
URBANITY



EMPLOYMENT



MARITAL STATUS

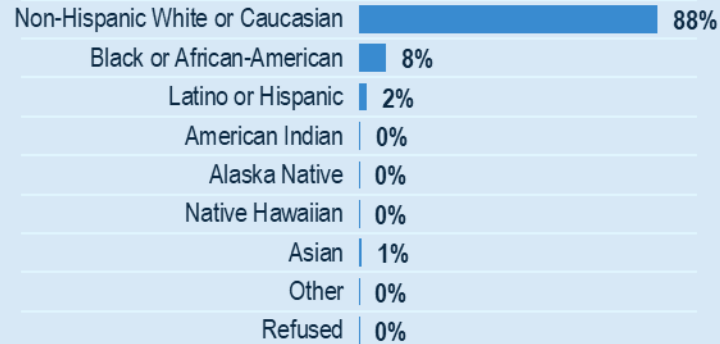


SPOUSE'S EMPLOYMENT

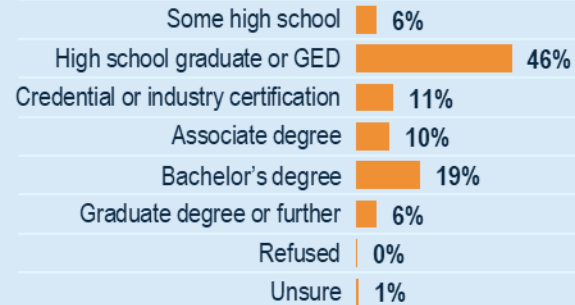


Survey Sample

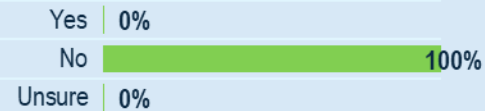
RACE/ETHNICITY



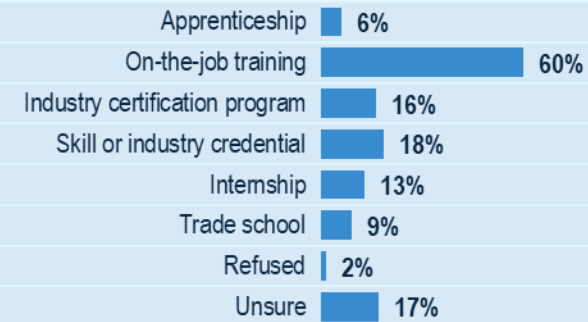
EDUCATION



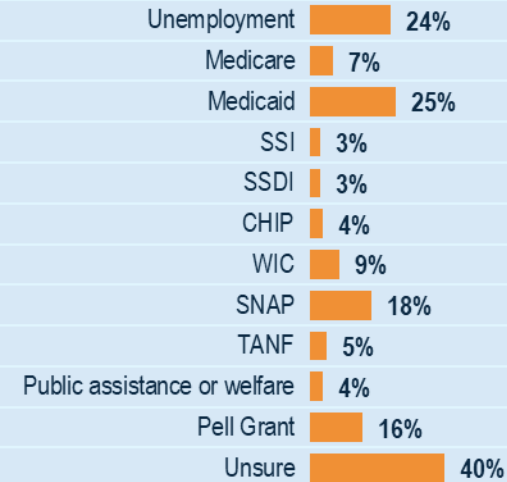
BUSINESS OWNER



JOB TRAINING



GOV. BENEFITS



Survey Sample

